

EEO PUBLIC FILE REPORT
For
WBUR-FM, WBUA-FM and WBUH-FM
December 1, 2015 through November 30, 2016

This report below lists all full-time vacancies filled during the reporting period.

All full-time positions are listed on the Boston University website: www.bu.edu/hr/jobs
In addition, notices of full-time job openings are posted on the WBUR website: <http://legacy.WBUR.org/about/jobs>

Mailing Address:

WBUR
890 Commonwealth Avenue
Boston, MA 02215

Telephone Number: 617-353-0909
Contact Person: Dawna Johnson
E-mail Address: Dagonsal@bu.edu

<u>Job Title</u>	<u>Total Interviewed</u>	<u>Interviewees Source of Referral</u>	<u>Recruitment Sources Utilized for interviewees from Attachment A</u>
Graphic Designer, Membership	12	BU Website; WBUR Website; outreach	#47; #48; #57; #58
Social Media Producer	31	BU Website; WBUR Website; outreach	#1 through #47; #48; #57; #58
Podcasts Producer, Program & Production	2	BU Website; WBUR Website; internal applicant	#47; #48
Associate Producer, Program & Production	5	BU Website; WBUR Website; outreach	#47; #48; #57; #58
Senior News Writer	3	BU Website; WBUR Website; outreach;	#11; #14; #47; #48; #57; #58
Associate Producer, Radio Boston	9	BU Website; WBUR Website; outreach; internal applicant	#47; #48; #57; #58
Reporter II, Education	16	BU Website; WBUR Website; outreach; internal applicant	#47; #48; #57; #58
Marketing and Events Manager	13	BU Website; WBUR Website; outreach	#47; #48; #57; #58
Director, Market & Media Development	1	BU Website; WBUR Website; outreach	#47; #48; #57; #58
Senior Editor, Here and Now	1	BU Website; WBUR Website; outreach	#47; #48; #57; #58
Web Programmer III	3	BU Website; WBUR Website; outreach	#47; #48; #57-#59
Reporter I, Digital /Education Vertical	9	BU Website; WBUR Website; outreach; internal applicant	#1 through #47; #48; #57; #58
Associate Director, Development	7	BU Website; WBUR Website; outreach	#47; #48; #57; #58
Sr Officer, Major Gifts	5	BU Website; WBUR Website; outreach; internal applicant	#18; #47, #48 #57, #58
Senior Technical Director	4	BU Website; WBUR Website; outreach	#47; #48; #57; #58
Associate Producer, Sports	3	BU Website; WBUR Website; outreach	#47; #48; #57; #58
Syndication Sales Manager	4	BU Website; WBUR Website; outreach; internal applicant	#1 through #47; #48; #57; #58
Technical Director, Here & Now	4	BU Website; WBUR Website; outreach	#47; #48; #57; #58
Administrative Coordinator/Receptionist	8	BU Website; WBUR Website; outreach	#1 through #47; #48; #57; #58
Collaborative Reporter, CPB	5	BU Website; WBUR Website; outreach ; internal applicant	#1 through #47; #48; #57; #58
Associate Producer, Morning Edition	9	BU Website; WBUR Website; outreach; internal applicant	#1 through #47; #48; #57; #58
Personnel & Staffing Specialist	2	BU Website; WBUR Website; outreach;	#1 through #47; #48; #57; #58
		BU Website; WBUR Website; outreach ; outside referral;	
Sr. Managing Editor, Here & Now	5	internal applicant	#47; #48; #57; #58
Corporate Support Representative, Underwriting	7	BU Website; WBUR Website; outreach	#47; #48; #52; #58; #59
Assistant Chief Engineer	3	BU Website; WBUR Website; outreach; internal	#47; #48; #58; #59
Podcast Producer, Program & Production	2	BU Website; WBUR Website; outreach; internal applicant	#47; #48; #57; #58
Senior Writer, Morning Edition	3	BU Website; WBUR Website; outreach; internal applicants	#47; #48; #58; #59
Field Producer, Morning Edition	7	BU Website; WBUR Website; outreach	#47; #48; #57; #58

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Attachment A

Recruitment Sources used for Full-Time Job Openings

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| <p>1 Action for Boston Community Development
178 Tremont Street
Boston, MA 02111
617-357-6000 x399
Contact: Delcenia Jackson
HR@bostonabcd.org</p> <p>2 American Women in Radio & Television
1760 Old Meadow Road, Suite 500
McLean, VA 22102
703-506-3290
www.AWRT.org</p> <p>3 Asian American Journalists Assoc.
5 Third Street, Suite 1108
San Francisco, CA 94103
National@aaaja.org
Contact: Kathy Chow, Executive Director
415-346-2051
www.aaaja.org</p> <p>4 Assoc of Fundraising Professionals
389 Main St, Suite 202
Malden, MA 02148
781-397-8870
Linda Guild
www.afpmass.org
617-355-3066
Mia Simon</p> <p>5 Blacks Interested in Communications
1468 Broad Street
Providence, RI 02905</p> <p>6 BlackVoices.com
Tribune Towers
435 N. Michigan Ave
Chicago, IL 60611
312-222-4326
www.blackvoices.com</p> | <p>29 Community Work Services
174 Portland Street
Boston, MA 02114
617-720-2233
Contact: Maria Krueger</p> <p>30 Foundation for Minority Interests in Media
524 West 57th Street
New York, NY 10019
212-975-2545
Sandra Rice, VP Eastern Region</p> <p>31 Hispanic American Chamber of Greater Boston
406 S. Huntington Avenue
Boston, MA 02130
617-261-4222
Contact: Nader Acevedo, Executive Director
www.hacc.com</p> <p>32 Jewish Vocational Services
Career Moves
29 Winter Street, Suite 500
Boston, MA 02108
617-399-3180
Contact: Kira Khazatsky
www.jvs-boston.org</p> <p>33 Latino Professional Network
P.O. Box 960601
Boston, MA 02196-0601
p. 617-247-1818
f. 781-341-3810
Contact: Rick Colon
www.lpn.org</p> <p>34 Nat'l Assoc. of Minority Media Executives
Toni Laws, Executive Director
7950 Jones Branch Drive
McLean, VA 22107
p. 1-888-968-7658</p> |
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7 Career Collaborative, Inc.
77 Summer Street, 11th Floor
Boston, MA 02111
Attn: Mary Leviner, Employment Associate
(617) 424-6616
www.careercollaborative.org

8 Massachusetts Broadcasters Assoc.
43 Riverside Ave.
PMB 401
Medford, MA 02155
800-471-1875
www.massbroadcasters.org

9 Minority Professional Network
P.O. Box 55399
Atlanta, GA 30308-5399
888-676-6389
www.minorityprofessionalnetwork.com

10 National Assoc. of Asian American Professionals
NAAAP-Boston
P.O. Box 51922
Boston, MA 02205
617-227-1113
Samson Lee
www.naapboston.org

11 National Assoc. of Black Journalists-Boston Chapter
c/o Gary Washburn
158 Tremont St., #1
Cambridge, MA 02139
www.nabi.org

12 National Association of Black Journalists
UNIVERSITY OF MARYLAND
8701-A Adelphia Road
Adelphia, MD 20783-1716
301-445-7100
fax 301-445-7101

13 National Assoc of Black Journalists
Executive Plaza
11350 McCormick Road, Suite 101
Hunt Valley, MD 21031

f. 703-854-7181
www.namme.org

35 National Association of Negro Women
c/o Barbara Robinson
PO Box 2804
Woburn, MA 01888-1404
978-535-7415

36 National Multicultural Institute
3000 Connecticut Ave NW, Suite 438
Washington, DC 20008
p. 202-483-0700
f. 202-483-5233
Contact: Kelly Reid, Program Manager
www.nmci.org

37 Native American Journalist Assoc
University of Oklahoma Gaylord College
395 W. Lindsey
Norman, OK 73019-4201
405-325-9008
Contact: Jeff Harjo, Executive Director
www.naja.com

38 North of Boston Convention & Visitors Bureau
P.O. Box 5193
Salisbury, MA 01952
978-465-6555
www.northofboston.org

39 Operation A.B.L.E of Greater Boston
174 Portland Street
Boston, MA 02114
617-542-4180
Contact: Ron Genzale
rgenzale@operationable.net

40 The Partnership, Inc.
155 Seaport Blvd., 11th Floor
Boston, MA 02210
Attn: Suzanne Wilkins, Director Pgm Services
p. 617-262-2828
f. 617-988-6157
thepartnershipinc.org

41 Emerson College
Office of Career Services
120 Boylston Street
Boston, MA 02116
617-824-8586

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14 National Assoc of Hispanic Journalists
Hugo Balta, President
1050 Connecticut Ave NW, 10th Floor
Washington, DC 20036
202-662-7145
www.nahj.org

15 Public Media Business Association
1760 Old Meadow Road, Suite 500
McLean, VA 22102
703-506-3292
www.pmbaonline.org

16 Urban League of Eastern Massachusetts
Job Posting
88 Warren Street
Roxbury, MA 02119
617-442-4519
www.ulem.org

17 Urban League of Rhode Island
246 Prairie Avenue
Providence, RI
401-351-5000
Contact: Louie King

18 Women in Development of Greater Boston
5 Wilson Ave.
Belmont, MA 02478
617-489-6777
Megan Panek, President
www.widgb.org

19 National Association of Colleges
and Employers
62 Highland Ave.
Bethlehem, PA 18017-9085

Contact: Matt Cardin
careers@emerson.edu

42 Emmanuel College
Office of Internships & Career Development
400 The Fenway
Boston, MA 02115
p. 617-735-9975
f. 617-264-7695
e. weilerbr.emmanuel.edu
Brie Weiler, Career Advisor

43 Northeastern University Career Services
202 Stearns
360 Huntington Avenue
Boston, MA 02115
617-373-2430
Contact: Maria Stein, Director
www.careerservices.neu.edu

44 Smith College
Career Development Office, Drew Hall
North Hampton, MA 01063
413-585-2570
Brenda Jameson
www.smith.edu

45 Suffolk University Career Services & Cooperative
8 Ashbuton Place
Boston, MA 02108
617-573-8480
Terry Wells
Twells@suffolk.edu

46 University of Massachusetts at Boston
Office of Career Services
100 Morrissey Boulevard
Boston, MA 02125-3393
Contact: Mary Mahoney
617-287-5525
www.careers@umb.edu

47 Boston University Website:
www.bu.edu/hr/employment/jobs/jobs.shtml

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- 20 Commonwealth Compact
McCormack Graduate School of
Policy & Global Studies : Umass Boston
100 Morrissey Blvd
Boston, MA 02125
Attn: Tara DeSisto, Lead Project Manager
617-287-5511
- 21 Boston College
Office of Career Services
38 Commonwealth Ave.

Chestnut Hill, MA 02467
Attn: Roger Woolsey
- 22 Asian American Journalists Association
<http://www.aaaja.org/category/jobs-opportunities/>
Web Posting on career page
- 23 National Association of Black Journalists
<http://careerservices.nabj.org/>
Web posting on career page
- 24 National Association of Hispanic Journalists
<http://www.nahjcareercenter.com/>
Web posting on career page
- 25 JournalismJobs.com
<http://www.journalismjobs.com/index.php>
Web posting on career page
- 26 Corporation of Public Broadcasting Jobline
<http://www.cpb.org/jobline/>
Web posting on career page
- 27 Chinese Progressive Association
28 Ash Street
Boston, MA 02111-1517
617-357-4499
Lydia Lowe, Executive Director
www.cpaboston.org
- 28 The Coalition of 100 Black Women Inc.
Manhattan Chapter
P.O. Box 1711, Grand Central Station
New York, NY 10163
ncbwmanhattanchapter@yahoo.com
- 48 WBUR Website
www.wbur.org
- 49 idealist.org
<http://www.idealists.org/info/Jobs>
Web posting on career page
- 50 Association of Fundraising Professionals
http://www.afpnet.org/JobCenter/?navItemNumber=505&_ga=1.150573749.221532673.1416349331
Web posting on career page
- 51 The Chronicle of Philanthropy
<http://philanthropy.com/section/Jobs/224/>
Web posting on career page
- 52 LinkedIn
<https://www.linkedin.com/job/home>
- 53 Monster
<http://www.monster.com/>
- 54 Broadcast and Cable
<http://www.broadcastingcable.com/>
- 55 Current
<https://www.current.org>
56. Source
<https://source.opennews.org>
- 57 HigherEdJobs.com
<https://www.higheredjobs.com>
- 58 InsideHighered.com
<https://www.insidehighered.com>
- 59 Stack Exchange Inc.
<http://stackoverflow.com/jobs>

ATTACHMENT B**MENU OPTION ACTIVITIES**

WBUR engaged in the following outreach activities during the period covered by this report:

Type of Activity	Description
Internship Program	<p>WBUR offers internship opportunities within the following departments and/or programs: News, Here & Now, On Point, Only A Game, Radio Boston, The ARTery, CommonHealth and WBUR's Digital Operations. A total of 40 interns participated in the program during the Spring, Summer and Fall 2016 semesters.</p> <p>In November 2016, WBUR was awarded a grant by the Barr Foundation to fund a fellowship for the ARTery intended to expand diversity of the coverage and content of this Arts vertical.</p>
Employee Training Program for personal and professional development	<p>As a university licensee, the station is able to offer a comprehensive training program entitled, "Get Trained." This training program offers work, health, and life series and professional development workshops to all employees. This integrated and unified series of workshops is offered through a collaborative effort of the University Training Group, which is comprised of staff from departments throughout the Boston University.</p> <p>External coaching for Executive Leadership.</p> <p>Each year WBUR enrolls a participant into the Partnership Leadership Development Program, which focuses on attracting, developing and retaining talented multicultural professionals at all levels of management.</p> <p>Participated in the Rosalynn Carter Fellowship for Mental Health Journalism focusing on improving accuracy and tone of reporting on mental health issues. https://www.cartercenter.org/health/mental_health/fellowships/index.html</p> <p>Participated in the National Press Foundation Fellowship on Reporting on Opioids. http://nationalpress.org/topic/reporting-on-opioids/</p> <p>WBUR collaborates with NPR & Kaiser Health Foundation on healthcare coverage. Support includes editorial guidance, resources, and weekly discussions on healthcare issues.</p> <p>Through our status as an NPR Member Station, there are frequent NPR webinars on "best practices" for editorial, digital and promotional strategies.</p> <p>Participated in the Health Coverage Fellowship of Blue Cross Blue Shield Foundation designed to aid journalists in covering critical health care issues. http://bluecrossfoundation.org/programs/health-coverage-fellowship</p> <p>In December 2015, WBUR trained four journalists, two reporters, and two editors in the craft of audio storytelling; one of the journalists works for WBUR's digital team.</p> <p>The Office of Information Services and Technology offers instructor-led classes to downloadable reference materials and interactive online courseware to WBUR and the Boston University community. Training is provided in a variety of convenient formats. Topics cover areas that help make you more effective and efficient when working with today's technology.</p> <p>Zeninor Enwemeka was chosen as a fellow of the New England First Amendment Coalition. http://nefirstamendment.org/nefai-2016/</p> <p>WBUR sent a developer to the SRCCON http://srcon.org/ a leading technology summit for developers.</p>

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WBUR engaged in the following outreach activities during the period covered by this report:

Type of Activity	Description
Participation in job banks and Career Fair	<p>Boston University is a member of the Boston Consortium for Higher Education, a group of 15 colleges and universities that together strive to create and foster an environment that values people from all cultures, races and religions and that promotes mutual respect for all individuals.</p> <p>Boston University is part of the Boston Consortium's Employment diversity outreach efforts. Thomas Bagarella, Director of Talent Acquisition is Boston University's active member of the Employment Managers Community of Practice of the Boston Consortium.</p> <p>WBUR sent several managers and reporters to the joint National Association of Black Journalists and National Association of Hispanic Journalists convention in Washington, DC in August 2016 in coordination with NPR for the national job fair; networking and soliciting resumes from participants.</p> <p>WBUR programmer attended the Asian American Journalists Association held in Las Vegas on 8/10-8/13/16.</p>
Workshops and Conventions	<p>It is the practice for all the WBUR hiring managers to network and disseminate information in recruitment outreach to diverse groups interested in careers in broadcast media.</p> <p>Attend regular monthly meetings at the Ad Club, a New England association for marketing and communications industry professionals and the Boston Chamber of Commerce.</p> <p>Attend South by Southwest conference (SXSW) conference in Austin, Texas in 3/11/16 - 3/15/16.</p> <p>Attend the Knight Foundation Media Learning Seminar in Miami 5/1/16-5/3/16.</p> <p>Attend Public Media Business Association (PMBA) held in New Orleans from 5/31/16 - 6/3/16.</p> <p>Attend the Investigative Reporters & Editors Convention in New Orleans 6/15/16-6/17/16.</p> <p>Attend Public Radio News Directors' (PRNDI) conference in St. Louis, Mo in 6/22/16 - 6/25/16.</p> <p>Attend SRCCON in Portland on 7/28/16 - 7/29/2016.</p> <p>Attend Public Media Development & Marketing Conference (PMDMC) in Boston, MA in 8/10 - 8/12/16.</p> <p>Attend Online News Association (ONA) held in Denver, CO in 9/15/16 - 9/17/16.</p> <p>Attend Public Radio Program Directors conference (PRPD) held in Phoenix, Arizona in 9/19 - 9/22/16.</p> <p>Attend Public Radio's "Super Regional" conference in Pittsburgh, PA 10/25/16 - 10/27/16.</p>
Other Activities	<p>WBUR's Managing Director of News & Programming oversees a panel comprised of many distinguished journalists to select the winner of the Daniel Schorr Journalism Award. This award, established in 2002 by WBUR and Boston University, recognizes a young talented journalist in public radio for their individual news work of significance and quality. This award celebrates a new and diverse generation of public radio journalists under 35 years old and seeks to inspire them to stretch the boundaries of the medium. Journalists from around the world compete for the prize.</p> <p>WBUR's Executive Director of News Content participated in a panel discussion on how to improve coverage of diverse communities.</p> <p>As this was a presidential election year, WBUR attended both the Republican National Convention and the Democratic National Convention in 2016 furthering democracy and civil discourse.</p> <p>WBUR and Boston University are members of the Commonwealth Compact, a group of participating business leaders and organizations committed to concrete steps aimed at making Boston a welcoming, diverse place to live and work for all people.</p>

Agencies Requesting Notification of Job Vacancies

Date Request Received	Name of Organization	Contact Person	Title	Street	City	State & Zip
1/20/2012	Commonwealth Compact	Tara DeSisto	Technical Lead Project Manager	McCormack Graduate School of Policy & Global Studies - Umass Boston 100 Morrissey Blvd	Boston	MA 02125